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AUTHOR Morton, J. B.; And Cthers
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ABSTRACT

An evaluation survey of 1,215 graduates of secondary vocational-technical programs in Oklahoma for the 1975-76 school year and 106 of their employers was conducted to obtain their opinions concerning vocational training programs in Oklahoma. The questionnaire sent to the graduates asked evaluation questions about instruction, training, equipment, placement services, and vocational selection. The questionnaire sent tc employers asked them to rate the employees on aspects of employment, characteristics, overall suitability, and to indicate whether they were satisfied with the employee's vocational training. It was concluded from the survey results that most of the students and employers are satisfied with secondary vocational and technical education prcgrams in Oklahoma. Effort needs to be directed to weaker areas such as the service of job placement provided by vocational technical personnel. More interest should also be shown by the instructor in a graduate's work and progress after graduation. (The appendix comprises one-half of this survey report and includes both the graduate and employer questionnaires and a comparison of responses from graduates in jobs that are related and nonrelated to their vocational program. The section summarizing the findings includes tables showing the complete results of both the graduate and employer surveys.) (EM)

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STUDENT AND EMPLOYER EVALUATION

By
J. B. Morton
Harold Christensen
Gary Hatfield

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
NATIONAL INSTITUTE OF EDUCATION

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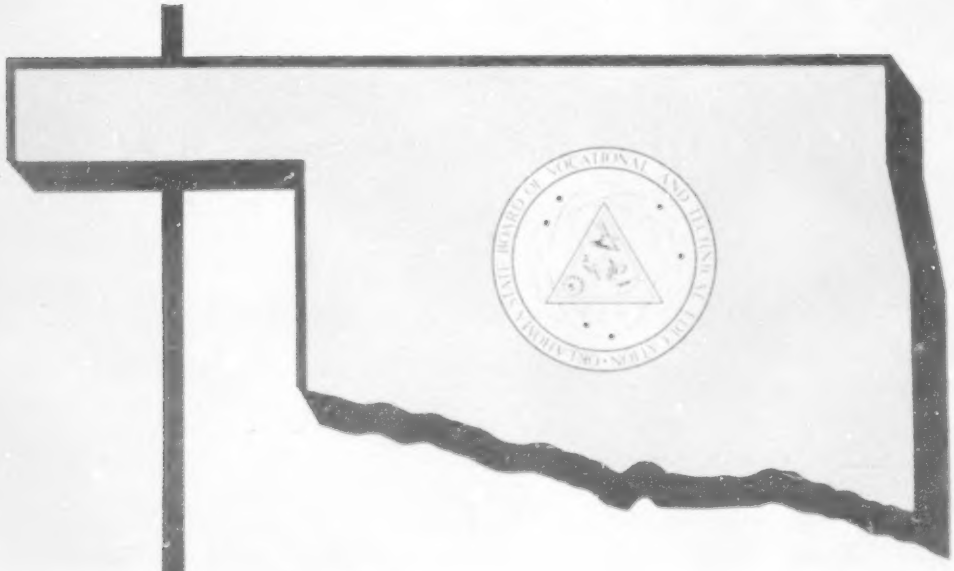

STATE DEPARTMENT OF VOCATIONAL AND TECHNICAL EDUCATION /STILLWATER, OKLAHOMA
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This study reports the results of the student and employer evaluation survey that was conducted by the Oklahoma State Department of Vocational and Technical Education, Division of Research, Planning and Evaluation.

Special thanks must be given to all the people that have input into the Student Accounting System, to principals and superintendents for supplying addresses of graduates, and to former students and employers who participated in the study.

Appreciation is also extended to personnel in the Division of Research, Planning and Evaluation for their help and cooperation.

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INTRODUCTION

The Oklahoma State Department of Vocational and Technical Education periodically does a survey of graduates to measure their opinion of the effectiveness of secondary vocational training in Oklahoma. This is accomplished by sending questionnaires to graduates of secondary vocational programs. Employers are also surveyed to get their opinion of the quality of training. The questionnaire sent to graduates was designed to answer the following questions: Are graduates satisfied with the training and instruction they received in their vocational training program? Do graduates feel they are prepared for employment? The questionnaire sent to employers was to determine if employers of secondary vocational graduates believe that those graduates are properly trained.

PURPOSE

The purpose of the secondary graduate and employer evaluation survey is to obtain their opinions concerning vocational training programs.

The specific objectives of the study are:

1. To determine from the secondary program graduates their evaluation of the program curriculum, facilities and equipment, instruction, and placement assistance.

2. To determine, from the employers, their evaluation of the secondary students' quality and quantity of work, and the students' skills and abilities in the occupation.

PROCEDURE

GRADUATE SURVEY

Population

The population was defined to be all graduates of secondary vocational-technical programs for the 1975-76 school year. There were 15,676 graduates included in the files of the Student Accounting System for the Oklahoma State Department of Vocational and Technical Education.

The Oklahoma State Department of Vocational and Technical Education is broken down into six divisions. In previous studies, proportional allocation was applied to the different divisions to obtain an adequate sample. But since there was no evidence to suggest any significant reporting discrepancies among divisions, all divisions were combined and the necessary sample size was computed.

A sample size of 413 was necessary to estimate our proportion within plus or minus four percent with ninety percent confidence. Anticipating a response rate of forty percent, the sample size was inflated to compensate for nonrespondents. This resulted in a final sample size of 1,215 graduates. A systematic sampling technique was used to collect the names of graduates from the Student Accounting System's records.

Collection of Data

The sample included graduates from different high schools and area schools throughout the State of Oklahoma. Each school was contacted and requested to supply the current mailing address of their graduates that were selected to participate in the survey. Once the current addresses were received, graduates were sent a cover letter and questionnaire (Appendix I). The first mailing was followed at three week intervals by second and third reminders. After three mailings, a total of 413 usable questionnaires were received. The secondary graduate survey was conducted during fall 1976 and winter 1976-77.

EMPLOYER SURVEY

Population

The employer population consisted of all employers of 1975-76 graduates of secondary vocational-technical education programs. Since the purpose of the study was to determine the effectiveness of vocational training, only employers of graduates working full time during the week of October 3-9, 1976, in an occupation for which trained or a related occupation, were contacted.

From job descriptions given by employed graduates, it was determined who was working in an occupation for which trained or a related occupation. These graduates were coded as A or B, in accordance with the Student Accounting System's alphabetical status codes. All employers of graduates coded as A or B were contacted. The names and addresses of employers were obtained from the graduates' questionnaires. This method accounted for a sample size of 106 employers.

Collection of Data

The employers were sent a cover letter and brief questionnaire (Appendix II). Only one mailing was made to the employers. Sixty-nine valid responses were received during a four week period. A sample was then taken of the nonrespondents to see if there existed any respondent bias. Eleven employers that did not respond to the questionnaire were randomly selected from all nonrespondents. These employers were contacted by phone and their responses recorded. A Chi Square test was used to compare the phone survey responses with the questionnaire responses. No significant differences were found. Therefore, all responses were combined to give a total of 80 responses. This allows us to estimate our proportions with better than ninety percent confidence within plus or minus five percent. The employer survey was conducted during winter, 1976-77.

METHOD OF DATA ANALYSIS

The Statistical Analysis System (SAS) was used to process the data. Frequency tables were prepared for all questions on both questionnaires. The responses of graduates working in related fields were compared with the responses of graduates working in non-related fields. A Chi-Square test was then used to determine the significance of the comparison.

Results of this study were compared with the results of the Student and Employer Evaluation study of 1973 to determine if differences existed between the two groups. The findings are reported in the conclusion.

SUMMARY OF FINDINGS

The Questionnaire sent to former students asked evaluation questions about instruction, training, equipment, and placement services. There were also questions concerning vocational selection. Complete results are in Table 1.

Approximately seventy-five percent of the graduates rated the teaching quality of the instructor as excellent or above average. Eighty-two percent rated the knowledge the instructor possessed about the subject as excellent or above average. Approximately eighty percent rated the extent to which the instructor was up-to-date in the field as excellent or above average. Seventy-eight percent rated the interest shown by the instructor in their work progress in the vocational program as excellent or above average.

The last question in the section on evaluation of instruction had a slightly lower level of response and differed in results. Approximately sixty percent of the graduates rated the interest shown by the instructor in their work and progress after graduation as excellent or above average. However, approximately fifteen percent rated the interest shown by the instructor as below average or poor. This compares with an average rating of three percent for the categories of below average or poor on the preceding four questions in the same section.

Over ninety percent of the graduates indicated they would choose the same vocational training program if they could start all over again.

TABLE 1

Secondary Graduate Questionnaire Results

II. Evaluation of Instruction

A. How would you rate the teaching quality of the instructor in your vocational training program?

Number of Responses	397	100%
Excellent	186	46.9
Above Average	110	27.7
Average	87	21.9
Below Average	4	1.0
Poor	10	2.5

B. How would you rate the knowledge the instructor possessed about the subject?

Number of Responses	397	100%
Excellent	222	55.9
Above Average	103	25.9
Average	63	15.9
Below Average	8	2.0
Poor	1	.3

C. How would you rate the extent to which the instructor was up-to-date in the field?

Number of Responses	397	100%
Excellent	196	49.4
Above Average	120	30.2
Average	71	17.9
Below Average	7	1.8
Poor	3	.7

D. How would you rate the interest shown by the instructor in your work progress in your vocational program?

Number of Responses	397	100%
Excellent	219	55.2
Above Average	92	23.2
Average	69	17.4
Below Average	9	2.2
Poor	8	2.0

E. How would you rate the interest shown by the instructor in your work and progress after graduation?

Number of Responses	378	100%
Excellent	126	33.3
Above Average	102	27.0
Average	94	24.9
Below Average	34	9.0
Poor	22	5.8

III. Vocational Selection

A. If you could start all over again, would you choose the same vocational training program?

Number of Responses	393	100%
Yes	354	90.1
No	39	9.9

B. How did you learn about the vocational-technical program in which you enrolled?

Number of Responses	395	100%
Prospective Employers	6	1.5
Newspaper, TV or Radio	7	1.8
Friends or Relatives	125	31.6
School Counselors or Teachers	231	58.5
VIEW (Microfilm Job Information)	4	1.0
Other	22	5.6

The following questions were answered by those respondents that have been employed since completing their respective vocational programs.

IV. Evaluation of training, equipment, and placement services

A. How would you rate the skill training you received in your vocational-technical program?

Number of Responses	275	100%
Excellent	101	36.7
Above Average	96	34.9
Average	69	25.1
Below Average	7	2.5
Poor	2	.8

B. How would you rate the equipment used in your training program (as compared to the equipment used on the job)?

Number of Responses	273	100%
Excellent	97	35.5
Above Average	65	23.8
Average	82	30.0
Below Average	22	8.1
Poor	7	2.6

C. How would you rate the service of job placement provided by the instructors or vo-tech personnel?

Number of Responses	258	100%
Excellent	76	29.5
Above Average	52	20.2
Average	69	26.7
Below Average	32	12.4
Poor	29	11.2

D. Who was the greatest help to you in securing your first job after completion of the training program?

Number of Responses	267	100%
Instructor or Vo-Tech Personnel	77	28.8
Private Employment Agency	9	3.4
Friends or Relatives	93	34.8
State Employment Agency	10	3.7
Other	78	29.3
The Graduate Himself	49	18.4
Continued Present Job	13	4.9

V. Job Information

Do you have a full-time or part-time job?

Number of Responses	259	100%
Full-Time Job	186	71.8
Part-Time Job	73	28.2

Have you taken any on-the-job training or an employer- sponsored training program in this job?

Number of Responses	216	100%
Yes	105	48.6
No	111	51.4

If you are no longer employed, was your last job just for the summer?

Number of Responses	65	100%
Yes	40	61.5
No	25	38.5

When asked how they learned about the vocational-technical program in which they enrolled, approximately fifty-nine percent of the graduates indicated school counselors or teachers as the primary source of information. Thirty-two percent indicated friends or relatives as the leading source. The remaining nine percent listed prospective employers, newspaper, TV or radio, VIEW (Vital Information for Education and Work), or other sources as means of information. Other sources included vo-tech staff that visited their high school, fairs, and stock shows.

The following results pertain only to those students that have been employed at any time since graduation. Approximately seventy-two percent rated the skill training they received in their vocational-technical program as excellent or above average. About sixty percent of the graduates rated the equipment used in their training program, as compared to the equipment used on the job, as excellent or above average. Over three-fourths of the graduates rated the service of job placement provided by their instructors or vo-tech personnel as average or better.

Friends or relatives were listed as being the greatest help to graduates in securing their first job after completion of the training program. Approximately twenty-nine percent responded that

the instructor or vo-tech personnel was the greatest help. This corresponds to the thirty percent who rated the service of job placement provided by the instructors or vo-tech personnel as excellent. Seven percent of the graduates used employment agencies, either state or private. Twenty-nine percent indicated other means of securing their first job. Other means included the graduate himself finding a job, school officials, or the graduate continuing at the same job held during school.

Over seventy percent of employed graduates are working full time, while the remainder are working part time. More than forty percent indicated they have taken some on-the-job training or an employer-sponsored training program in their present job.

Graduates Working in Related Vs. Non-related Fields

It was hypothesized that secondary vocational program graduates working in related fields might feel differently toward their vocational program than those graduates working in non-related fields. To test this hypothesis, responses to the student questionnaire were checked to see if graduates working in related fields responded differently than graduates working in non-related fields. Graduates working in related fields were comprised of student status codes A and B whereas graduates working in non-related fields or working part-time included student status codes C and D. Student status codes are explained in Appendix IV. A Chi-Square test was performed on each question of the student questionnaire. The questions dealt with vocational selection, evaluation of instruction and evaluation of training, equipment and placement services. Table II presents significant results and complete results are in Appendix III.

Significant differences were indicated in two questions concerning evaluation of instruction. The questions rated the teaching quality of the instructor and the extent to which the instructor was up-to-date in his field. Graduates working in related fields rated the instructors higher than did the graduates working in non-related fields. There were no significant differences indicated in the responses between the two groups when they rated the knowledge the instructor possessed and the interest shown by the instructor in their work progress, both in the vocational program and after graduation.

On both questions involving vocational selection, no significant differences were found between responses given by graduates in related and non-related fields. Over ninety percent of the graduates in each category indicated they would choose the same vocational training program. Both groups listed school counselors or teachers as the primary source of information about vocational-technical programs, with friends or relatives as the second main source.

When graduates were asked who was the greatest help to them in securing their first job, a very significant difference was indicated between responses given by graduates in related fields and the responses of graduates in non-related fields. Graduates working in related fields indicated vocational personnel as the most helpful in securing their first job, with friends or relatives as the next most helpful. Graduates working in non-related fields, however, indicated that a private employment agency was most helpful, with vocational personnel as the next most helpful. No significant differences were found between responses of the two groups on questions rating skill training, equipment used in the training program, and the service of job placement provided by the instructor or vo-tech personnel. It should be noted though, that graduates n related fields tended to give higher ratings than did graduates in non-related fields.

TABLE II

Significant Results for Graduates Working in Related Vs. Non-related Fields

Evaluation of Instruction

How would you rate the teaching quality of the instructor in your vocational training program?

	Excellent	Above Average	Average	Below Average	Poor	Totals
Related	65	23	16	2	3	109
Non-Related	35	34	17	0	4	90
Totals	100	57	33	2	7	199

$X^2 = 11.59$
$p = .9793$

How would you rate the extent to which the instructor was up-to-date in the field?

	Excellent	Above Average	Average	Below Average	Poor	Totals
Related	63	29	14	2	1	109
Non-Related	42	26	22	0	0	90
Totals	105	55	36	2	1	199

$X^2 = 7.396$
$p = .9397$

Who was the greatest help to you in securing your first job after completion of the training program?

	Vocational Personnel	Private Employment Agency	Friends or Relatives	State Employment Agency	Other	Totals
Related	33	5	30	4	31	103
Non-Related	17	20	7	0	17	61
Totals	50	25	37	4	48	164

$X^2 = 27.55$
$p = .99998$

NOTE: p is the probability that the observed X^2 value will not be exceeded.

Employer Survey

The questionnaire sent to employers asked them to rate the employee on aspects of employment, employee characteristics, the overall suitability of the employee, and to indicate whether or not they were satisfied with the employee's vocational training. Complete results are in Table III.

Forty-five percent of the employers rated the quality of employee's work as above average, while forty-nine percent rated the employee average. Approximately thirty-eight percent rated the quantity of work above average and about fifty-eight percent rated the quantity average.

Employers were to rate the employee on seven work characteristics or attitudes. One-half of the employers rated the employees above average on willingness to accept responsibility. Another

forty-seven and one-half percent rated the employees average. Approximately forty-six percent rated the employees above average on ability to work without supervision, with about forty-four percent giving a rating of average and ten percent below average. Employees were rated above average by approximately sixty-eight percent of the employers in willingness to learn and improve. An additional twenty-five percent were rated average on this work characteristic. Approximately fifty-nine percent of the employers rated the employees above average in cooperation with co-workers, and forty percent were rated average. For cooperation with management, about sixty-six percent were rated above average and twenty-nine percent average. Fifty percent of the employees were rated above average on compliance with company policies, rules, and practices and forty-six percent were rated average. Over fifty-seven percent of the employers rated the employee above average in work attendance, with approximately thirty-three percent being rated average and nine percent below average.

The employers were given five categories to rate the overall suitability of the employee. Approximately thirty-seven percent were rated excellent and forty percent were rated good. Fifteen percent were rated average with the remaining eight percent being rated below average or unsatisfactory.

Over ninety-two percent of the employers were satisfied with their employee's vocational training. Those employers that were not satisfied indicated the employee's attitudes towards the job as the primary reason for their dissatisfaction.

TABLE III

Employee Questionnaire Results

The following survey results are from employers of secondary program graduates that are working in an occupation for which trained or a related occupation.

III. Please rate the employee on the following aspects of employment.

1. The quality of employee's work

Number of Responses	80	100%
Above Average	36	45.0
Average	39	48.8
Below Average	5	6.2

2. The quantity of employee's work, output of satisfactory amount.

Number of Responses	80	100%
Above Average	30	37.5
Average	46	57.5
Below Average	4	5.0

IV. How would you rate the employee on each of the following characteristics?

1. Willingness to accept responsibility

Number of Responses	80	100%
Above Average	40	50.0
Average	38	47.5
Below Average	2	2.5

2. Ability to work without supervision

Number of Responses	80	100%
Above Average	37	46.3
Average	35	43.7
Below Average	8	10.0

3. Willingness to learn and improve

Number of Responses	80	100%
Above Average	54	67.5
Average	20	25.0
Below Average	6	7.5

4. Cooperation with co-workers

Number of Responses	80	100%
Above Average	47	58.8
Average	32	40.0
Below Average	1	1.2

5. Cooperation with management

Number of Responses	80	100%
Above Average	53	66.3
Average	23	28.7
Below Average	4	5.0

6. Compliance with company policies, rules, and practices

Number of Responses	80	100%
Above Average	40	50.0
Average	37	46.3
Below Average	3	3.7

7. Work Attendance

Number of Responses	78	100%
Above Average	45	57.7
Average	26	33.3
Below Average	7	9.0

V. How would you rate the overall suitability of this employee?

Number of Responses	79	100%
Excellent	29	36.7
Good	32	40.5
Average	12	15.2
Below Average	3	3.8
Unsatisfactory	3	3.8

VI. Are you satisfied with this employee's vocational training?

Number of Responses	79	100%
Yes	73	92.4
No	6	7.6

CONCLUSION AND RECOMMENDATIONS

This study was compared with a similar study that was conducted in 1973, the Student and Employer Evaluation. There was no significant difference in responses to the graduate questionnaire. Graduates that participated in this study were just as favorable in their evaluation as previous graduates were. Differences did appear in the employer responses, though, with employers in this study giving higher ratings to graduates.

Therefore, from the results of this survey, it must be concluded that most of the students and employers are satisfied with secondary vocational and technical education programs in Oklahoma. Effort needs to be directed to weaker areas such as the service of job placement provided by vo-tech personnel. Twenty-four percent of the graduates rated this service as below average or poor. More interest should also be shown by the instructor in a graduate's work and progress after graduation.

APPENDIX IA

Votech OKLAHOMA STATE DEPARTMENT OF VOCATIONAL AND TECHNICAL EDUCATION

FRANCIS TUTTLE, DIRECTOR • 1515 WEST SIXTH AVE., • STILLWATER, OKLAHOMA 74074 • A.C. (405) 377-2000

Hello,

We need your help! The value of the vocational training you have received will increase as vocational education improves. As a 1976 graduate of a vocational-technical program, you are important to us. We are interested in what you are doing now because this information helps us develop even better programs for future students. We are also interested in knowing how you have used the training you received.

This is your opportunity as a vocational graduate and an Oklahoma taxpayer to have an impact on the future of vocational education. Enclosed you will find a form to fill out and a post-paid return envelope. Please take a few minutes right now to answer the questions. Feel free to provide any comment or explanation. Whatever you say in this form will not be revealed to anyone in a way in which you could be identified.

Thank you for your cooperation and support.

Sincerely,

William W. Stevenson
Assistant State Director
Head, Division of Research, Planning,
and Evaluation

APPENDIX IB

FOLLOW-UP QUESTIONNAIRE

PLEASE RETURN BY

ALL RESPONSES WILL BE KEPT STRICTLY CONFIDENTIAL

GENERAL DIRECTIONS: Please complete all sections of the questionnaire that apply. Your frank responses are appreciated.

I. STATUS

A. Please check the response that best describes your educational status during the 1975-1976 school year.

- ☐ I completed the vocational-technical program.
- ☐ I dropped out of the vocational-technical program.
- ☐ I transferred to another school.

B. Please check the response that best describes your educational or employment status during the week of October 3-9, 1976.

- ☐ Working full-time. Please specify your job title and duties. _____
- ☐ Working part-time and not in school.
- ☐ Continuing education. Please specify school and major subject. _____
- ☐ Still in high school but not in vocational program.
- ☐ Unemployed and not seeking or interested in employment.
- ☐ Unemployed but seeking employment.
- ☐ Other. Please specify _____

II. EVALUATION OF INSTRUCTION	Excellent	Above Average	Average	Below Average	Poor
A. How would you rate the teaching quality of the instructor in your vocational training program?	☐	☐	☐	☐	☐
B. How would you rate the knowledge the instructor possessed about the subject?	☐	☐	☐	☐	☐
C. How would you rate the extent to which the instructor was up-to-date in the field?	☐	☐	☐	☐	☐
D. How would you rate the interest shown by the instructor in your work progress in your vocational program?	☐	☐	☐	☐	☐
E. How would you rate the interest shown by the instructor in your work and progress after graduation?	☐	☐	☐	☐	☐

III. VOCATIONAL SELECTION

A. If you could start all over again, would you choose the same vocational training program?

YES ☐ NO ☐

B. How did you learn about the vocational-technical program in which you enrolled?

- ☐ Prospective employers
- ☐ School counselors or teachers
- ☐ Newspaper, TV or Radio
- ☐ VIEW (microfilm job information)
- ☐ Friends or relatives
- ☐ Other _____ (Please Specify)

IF YOU HAVE BEEN EMPLOYED AT ANY TIME SINCE GRADUATION, PLEASE TURN TO THE OTHER SIDE TO COMPLETE THE QUESTIONNAIRE. IF YOU HAVE NOT BEEN EMPLOYED, PLEASE RETURN THIS FORM IN THE POST-PAID ENVELOPE. THANK YOU FOR YOUR TIME.

IF YOU HAVE BEEN EMPLOYED AT ANY TIME SINCE GRADUATION PLEASE COMPLETE THE FOLLOWING

IV. EVALUATION OF TRAINING, EQUIPMENT, AND PLACEMENT SERVICES

	Excellent	Above Average	Average	Below Average	Poor
A. How would you rate the skill training you received in your vocational technical program?	☐	☐	☐	☐	☐
B. How would you rate the equipment used in your training program (as compared to the equipment used on the job)?	☐	☐	☐	☐	☐
C. How would you rate the service of job placement provided by the instructors or vo-tech personnel?	☐	☐	☐	☐	☐

D. Who was the greatest help to you in securing your first job after completion of the training program? (Check one)

☐ Instructor or vo-tech personnel
☐ Private employment agency
☐ Friends or relatives
☐ State employment agency
☐ Other (Please specify) _____

V. JOB INFORMATION. Please provide the information requested regarding your present, or most recent, job. There is a possibility that your employer will be contacted for information about your vocational training.

Firm name _____
Firm address _____
City _____
State _____ Zip Code _____
Job Title _____
Job Duties _____
_____
_____
Immediate Supervisor _____

☐ Full-time job
☐ Part-time job

How many months have you held your present job? _____ (if you are employed)

Have you taken any on-the-job training or an employer-sponsored training program in this job?

YES ☐ NO ☐

If you are no longer on the above job, how many months did you have that job? _____
Was it a summer job? YES ☐ NO ☐

THANK YOU FOR COMPLETING THE QUESTIONNAIRE. PLEASE RETURN THIS FORM IN THE POST-PAID ENVELOPE. YOUR COOPERATION IS APPRECIATED

APPENDIX IIA

Votech
OKLAHOMA STATE DEPARTMENT OF VOCATIONAL AND TECHNICAL EDUCATION
FRANCIS TUTTLE, DIRECTOR • 1515 WEST SIXTH AVE., • STILLWATER, OKLAHOMA 74074 • A.C. (405) 377-2000

The Oklahoma State Department of Vocational and Technical Education is constantly striving to improve its training programs in order to provide better service to Oklahoma employers. One way to evaluate our progress is to get opinions from employers concerning vocational graduates they employ.

We recently completed a survey of 1976 high school graduates that completed a vocational training program while in school. Those who were working in the occupation for which trained or a closely related occupation were asked to name their employer or supervisor.

is a 1976 graduate of the program at . Because the survey was completed in November, 1976, this person may no longer be employed or supervised by you. Even if this is the case, we would appreciate your taking a few minutes to complete the enclosed questionnaire. Your responses are completely confidential and will be treated anonymously. Please return the completed questionnaire by January 31, 1977.

Your cooperation is appreciated.

Sincerely,

Bill Stevenson

Bill Stevenson, Ed.D.
Assistant State Director
Head, Division of Research,
Planning and Evaluation

WS/XJB-01/14

APPENDIX IIB

EMPLOYEE QUESTIONNAIRE

ALL RESPONSES YOU GIVE WILL BE KEPT STRICTLY CONFIDENTIAL

DIRECTIONS: Would you please complete ALL sections of this form even if the employee no longer works for your firm. When you have completed the form return it in the enclosed return-addressed, stamped envelope. Your responses will in no way affect the employee.

I. PERSONAL INFORMATION

A. Employee Name

B. Indicated Employ...

EMPLOYEE PERFORMANCE SURVEY

DIRECTIONS: Please indicate your satisfaction with the employees as compared with other workers in the same work group. If the worker is the only person employed with your firm, compare him with others who have worked in the same position. This information will be kept strictly confidential. Please respond to all questions with a check in the appropriate box.

II. Total number of months employee has been employed by your firm _____.

III. Please rate the employee on the following aspects of employment.

	Above Average	Average	Below Average
1. The quality of employee's work	☐	☐	☐
2. The quantity of employee's work, output of satisfactory amount	☐	☐	☐

IV. How would you rate the employee on each of the following characteristics?

	Above Average	Average	Below Average
1. Willingness to accept responsibility	☐	☐	☐
2. Ability to work without supervision	☐	☐	☐
3. Willingness to learn and improve	☐	☐	☐
4. Cooperation with co-workers	☐	☐	☐
5. Cooperation with management	☐	☐	☐
6. Compliance with company policies, rules, and practices	☐	☐	☐
7. Work attendance	☐	☐	☐

V. How would you rate the overall suitability of this employee?

☐ Excellent ☐ Below average

☐ Good ☐ Unsatisfactory

☐ Average

VI. Are you satisfied with this employee's vocational training?

☐ Yes ☐ No

If no, please indicate why._____

APPENDIX III

APPENDIX III

Comparison of Graduates in Related and Non-Related Jobs

Presented in the following tables are the number of graduates in related and non-related jobs and how they responded to the questionnaire. The Chi Square value is shown with the probability, p, that the observed Chi Square value will not be exceeded.

II. Evaluation of Instruction

A. How would you rate the teaching quality of the instructor in your vocational training program?

	Excellent	Above Average	Average	Below Average	Poor	Totals
Related	65	23	16	2	3	109
Non-Related	35	34	17	0	4	90
Totals	100	57	33	2	7	199

$X^2 = 11.5875$
$p = .9793$

B. How would you rate the knowledge the instructor possessed about the subject?

	Excellent	Above Average	Average	Below Average	Poor	Totals
Related	68	26	12	3	0	109
Non-Related	48	26	15	1	0	90
Totals	116	52	27	4	0	199

$X^2 = 2.99$
$p = .6075$

C. How would you rate the extent to which the instructor was up-to-date in the field?

	Excellent	Above Average	Average	Below Average	Poor	Totals
Related	63	29	14	2	1	109
Non-Related	42	26	22	0	0	90
Totals	105	55	36	2	1	199

$X^2 = 7.396$
$p = .9397$

D. How would you rate the interest shown by the instructor in your work progress in your vocational program?

	Excellent	Above Average	Average	Below Average	Poor	Totals
Related	67	23	16	1	2	109
Non-Related	50	19	14	3	4	90
Totals	117	42	30	4	6	199

$X^2 = 2.862$
$p = .4189$

E. How would you rate the interest shown by the instructor in your work and progress after graduation?

	Excellent	Above Average	Average	Below Average	Poor	Totals
Related	46	21	21	10	5	103
Non-Related	29	21	20	7	7	84
Totals	75	42	41	17	12	187

$X^2 = 2.84$
$p = .415$

III. Vocational Selection

A. If you could start all over again, would you choose the same vocational training program?

	Yes	No	Totals
Related	103	6	109
Non-Related	81	6	87
Totals	184	12	196

$X^2 = .1631$
$p = .31368$

B. How did you learn about the vocational-technical program in which you enrolled?

	Prospective Employers	Newspaper TV or Radio	Friends or Relatives	School Counselors Teachers	VIEW	Other	Total
Related	3	1	33	68	0	5	110
Non-Related	2	1	27	53	2	4	89
Totals	5	2	60	121	2	9	199

$X^2 = .48$
$p = .077$

IV. Evaluation of training, equipment, and placement services

A. How would you rate the skill training you received in your vocational-technical program?

	Excellent	Above Average	Average	Below Average	Poor	Totals
Related	39	39	23	4	1	106
Non-Related	24	17	21	2	1	65
Totals	63	56	44	6	2	171

$X^2 = 3.1566$
$p = .6319$

B. How would you rate the equipment used in your training program (as compared to the equipment used on the job)?

	Excellent	Above Average	Average	Below Average	Poor	Totals
Related	40	24	31	5	5	105
Non-Related	21	16	20	6	1	64
Totals	61	40	51	11	6	169

$X^2 = 2.8696$
$p = .4201$

C. How would you rate the service of job placement provided by the instructors or vo-tech personnel?

	Excellent	Above Average	Average	Below Average	Poor	Totals
Related	34	18	28	12	8	100
Non-Related	12	15	21	5	9	62
Totals	46	33	49	17	17	162

$X^2 = 6.161$
$p = .8126$

D. Who was the greatest help to you in securing your first job after completion of the training program?

	Vocational Personnel	Private Employment Agency	Friends or Relatives	State Employment Agency	Other	Totals
Related	33	5	30	4	31	103
Non-Related	17	20	7	0	17	61
Totals	50	25	37	4	48	164

$X^2 = 27.5515$
$p = .99998$

Remark: In order to obtain valid approximations, it was necessary to combine some categories for certain questions.

APPENDIX IV

APPENDIX IV

Student Accounting System Status Codes

COMPLETED* THE TRAINING PROGRAM AND IS

A Working full time--in occupation for which trained

B Working full time--in Related occupation

C Working full time--in Unrelated occupation

D Working part time (does not include those in school full time)

E Continuing education after high school full time in Related Vocational-Technical Field

F Continuing education after high school full time in Unrelated Vocational-Technical or other field

G In high school in other course work

H Not employed and Not seeking

I Not employed but is seeking

O Unknown (completed)

DROPPED OUT OF THE PROGRAM AND IS

J Working full time--in field for which trained

K Working full time--not in Field for which trained

L Not employed full time

M Remaining in School

U Unknown (dropped out)

N Transferred to another school

P Was not in training program

Q Completed Comprehensive Home Ec